

## **RETIREMENT OF PROFESSIONAL STAFF MEMBERS**

Professional staff members must participate in the Public School Retirement System (PSRS) of the State of Missouri or in the Public Education Retirement System (PEERS) as allowed by law. A retired employee as well as his or her dependents, surviving spouse and children will be allowed to remain or become members in any District insurance plans, including noninsurance health benefit programs, self-funded plans and insured plans, by qualifying for the coverage in the manner prescribed by law under the provisions of such plan and paying the premiums of said plans.

Persons engaged by the District as independent contractors, including consultants, are not by virtue of such engagement considered District employees for purposes of membership or contribution to PSRS or PEERS.

Any person retired and currently receiving a retirement allowance other than for disability may be employed in any capacity on either a part-time or temporary substitute basis not to exceed a total of five hundred fifty (550) hours in any one (1) school year, and through such employment, may earn up to fifty (50) percent of the annual compensation payable under the District's salary schedule for the position(s) filled by the retiree, given such person's level of experience and education, without a discontinuance of the person's retirement allowance. As required by law, part-time hours for a particular school year are pro-rated if the employee did not work a full school year.

If the position in question is not subject to the District's salary schedule, a retiree employed may earn up to fifty (50) percent of the annual compensation paid to the person(s) who last held such position(s). If the position(s) did not previously exist, the compensation limit shall be determined in accordance with rules of the board of trustees of the retirement system; provided that, it shall not exceed fifty (50) percent of the annual compensation payable for the position in the District that is most comparable to the position filled by the retiree.

In any case where a retiree fills more than one (1) position during the school year, the fifty (50) percent limit on permitted earnings shall be based on the annual compensation of the highest paid position occupied by the retiree for at least one-fifth (1/5) of the total hours worked during the year. Such a person shall not contribute to the retirement system or to PEERS because of earnings during such period of employment. If such a person is employed in any capacity by such a District on a regular, full-time basis, she or he shall not be eligible to receive her or his retirement allowance for any month during which she or he is so employed and shall contribute to the retirement system.

Any person retired and currently receiving a retirement allowance from either PSRS or PEERS, other than for disability, who elects to return to work in an employment capacity covered by either of the aforementioned retirement systems, shall undertake such service under a new membership in the applicable system or qualify under the systems critical shortage provision.

Contributions shall be made to the retirement system for any covered employment under the new membership at the same time and in the same manner as contributions are made for covered employment generally.

Definition:

- Professional Staff: The term “professional staff” will be used to designate those employees who must either possess teaching, administrative or professional certificates issued by state educational authorities or degrees from accredited institutions of higher learning in order to maintain their status with the District. Professional Staff shall also include those employees whose positions are salaried positions and who are not hourly employees subject to the Fair Labor Standards Act.

Adopted: May 17, 1972

Revised:  
June 10, 1997  
March 27, 2001  
April 22, 2003  
June 8, 2010

Legal Refs.: §169.010-130, .270-.400, .560-.596, .600-.712 – RSMo.  
Age Discrimination in Employment Act as amended by the Older Workers Benefit Protection Act, 29 USC 621 *et seq.*